Government of Kerala
1981

Reg. No. KL/TV(N)/12

KERALA GAZETTE

EXTRAORDINARY

PUBLISHED BY AUTHORITY

Vol. XXVI] Trivandrum, Thursday, 1st October 1981 / 9th Asvina 1903 [No. 774

GOVERNMENT OF KERALA

Labour (F) Department

NOTIFICATION

G. O. (P) 79/81/LBR. *Dated, Trivandrum, 1st October* ***1981.***

THE KERALA CONSTRUCTION WORKERS AND QUARRY WORKERS WELFARE SCHEME, 1981

1. *Short title, extent, application and commencement.*—(i) This Scheme shall be called the Kerala Construction Workers and Quarry Workers Welfare Scheme, 1981.

(ii) It extends to the whole State of Kerala.

(iii) It applies to the workers themselves in the case of permanent tota disablement, or to the dependants of the workers in the case of fatal accident while employed in construction work or quarry work.

Note.—For the purpose of this scheme:

(a) "Construction workers" shall include all workers employed in any construction such as mason, carpenter, brick-layer and meykad (മെയ്ക്കാട്) workers but shall not include supervisory functionaries such as maistries, work supervisors, engineers etc.;

(b) "Quarry Workers" shall include all workers engaged in quarrying and shall include stone-crushers and meykad workers but shall not include supervisory functionaries such as maistries and work supervisors.

(c) "Quarrying" shall include not only quarrying of granite but also that of laterite and also excavation of soil for the purpose of building construction.

(iv) The final decision whether the scheme applies to any particular case shall be that of the Labour Commissioner.

(v) This scheme shall come into force on 1-4-1981.

2. *Definition.*—In this scheme unless the context otherwise requires:—

(i) "Worker" means any person as defined in the Note under sub-rule (iii) of rule 1, and employed for hire or reward.

(ii) "Dependant", in relation to an employee means his wife, (or wives), and in the case of an unmarried man, his dependant parents, sisters or brothers and in the case of a widower unmarried daughter, minor sons or dependant parents as the case may be.

Note:.—Certificate of relationship obtained from the Village Officer, Executive Officer of Panchayat, Municipal Commissioner or Corporation Commissioner of the area in which the employee generally resides will be the valid document to decide who is the actual dependant. The District Labour Officer having jurisdiction over the place of accident shall be the authority to determine the person to whom the compensation is to be paid or the persons to whom and the manner in which apportioned in case it is payable to more than one claiment.

(iii) "Financial Assistance" means ex-gratia financial aid given by the Government under this Scheme to an employee who is permanently and totally disabled due to the accident, or to the dependants of an employee who meets with a fatal accident, arising out of and in the course of his employment.

(iv) "Scheme" means the Kerala Construction Workers and Quarry Workers Welfare Scheme, 1981.

(v) *Permanent total disablement.*—Permanent total disablement shall be deemed to result from the permanent total loss of the sight of both eyes or from any of the injuries specified below:—

1. Loss of both hands or amputation at higher sites.
2. Loss of hand and foot.
3. Double amputation through leg or thigh or amputation through leg or thigh on one side and loss of other foot.

4. Loss of sight to such an extent as to render the claiment unable to perform any work for which eye sight is essential.

5. Very severe facial disfigurement.

6. Absolute deafness.

(vi) Notwithstanding anything contained in these rules, a worker shall be deemed to be permanently and totally disabled for the purpose of this scheme, if his disability is such that he is not able to pursue the type of work that he has been doing immediately before such disablement.

3. *Ex-gratia Financial Assistance.*—(i) An amount of Rs. 5,000 shall be paid by Government as ex-gratia financial assistance to an employee in the event of his becoming permanently and totally disabled as a result of an accident arising out of and in the course of his employment as defined in sub-rule (iii) of rule 2.

(2) In the event of an employee meeting with a fatal accident in the course of and out of his employment as aforesaid, ex-gratia financial assistance of Rs. 5,000 shall be paid to his wife (wives):

Provided however, that if the employee who meets with fatal accident is unmarried or is a widower, the ex-gratia financial assistance shall be distributed to his dependants, in the following manner;

The amount shall be paid to the following dependants in the order of priority.

Unmarried employee:

1.	Dependant parents	Equal amount
2.	If there are no dependant parents, dependant sisters	Equal amount
3.	If there are no dependant parent or sisters, dependant brothers	Equal amount

Widower:

1.	Unmarried daughters and minor sons	Equal amount
2.	If there are no unmarried daughters or minor sons, dependant parents	Equal amount
3.	If there are no unmarried daughters, minor sons or dependant parents, dependant sisters	Equal amount
4.	If there are no dependants in items 1 to 3 dependant brothers	Equal amount

(3) Financial assistance given under the scheme shall not be adjusted against or deducted from any amount due to the employee or his dependants, under any Law or Scheme for the time being in force.

4. *Procedure for grant of ex-gratia financial assistance.*—The employee himself in the case of permanent total disablement or his dependant in the case of fatal accident, may apply to the District Labour Officer of the District in which the accident occurred for ex-gratia financial assistance under this Scheme, in Form I appended to this scheme, within 90 days from the date of the accident or death of the employee. The District Labour Officer may, however, condone the delay in the case of belated applications after considering the merits of each case. The application should be accompanied by a medical certificate issued by a qualified Government Medical Practitioner not below the rank of an Assistant Surgeon of the Government Service regarding the death/permanent total disablement specifying the nature of permanent disablement.

5. *Procedure for verification of the application.*—(1) As soon as the application is received, the District Labour Officer shall conduct or cause to be conducted enquiries on the application regarding the eligibility of the applicant(s) for the aid may, if he considers necessary hear the parties for the purpose of grant of ex-gratia financial assistance. He should satisfy himself that the death or permanent disability was due to an accident arising out of and in the course of employment.

6. *Sanction of amount.*—If the District Labour Officer is satisfied that the applicant(s) is eligible for financial assistance, under this scheme, he shall sanction the amount of financial assistance under this scheme and order payment to the claimant(s) within 90 days from the date of receipt of application. An appeal on his orders shall lie to the Labour Commissioner whose decision shall be final.

7. *Mode of drawal and disbursement.*—(i) The amount shall be paid on bills for miscellaneous payments (Form T. R. 42) drawn by the District Labour Officer.

(ii) The District Labour Officer shall disburse the amount to the concerned person or persons and get receipts for the amount disbursed.

(iii) A register shall be maintained by the District Labour Officer showing all particulars of the claimant and the amount disbursed.

8. *Savings.*—The District Labour Officer shall deposit the amount sanctioned to minors in the District Co-operative Banks or Nationalised Banks until the claimants attain the age of eighteen years. It shall, however, be open to the District Labour Officer to permit the purchase of a property in the name of minor or minors if he is satisfied that the interests of the minors will be protected thereby. In such cases, District Labour Officer will release the amount to the guardian of minors for the purpose.

By order of the Governor,

C. P. Nair,
Special Secretary.

അപേക്ഷാഫാറത്തിൻെറ മാതൃക

1. അപേക്ഷകൻെറ പേര് :
2. വയസ്സും ജനനത്തീയതിയും :
3. (എ) സ്ഥിരം മേൽവിലാസം :
   (ബി) ഇപ്പോഴത്തെ മേൽവിലാസം :
4. തൊഴിലാളിയുമായുള്ള ബന്ധം :
5. തൊഴിലാളിയുടെ പേര് :
6. തൊഴിലാളിയുടെ വാർഷിക വരുമാനം :
7. തൊഴിലാളി വിവാഹിതനാണോ അല്ലയോ എന്ന് :
8. തൊഴിലാളിയുടെ പിതാവിൻെറ/രക്ഷകർത്താവിൻെറ പേര് :
9. തൊഴിലാളിയുടെ മേൽവിലാസം :
10. തൊഴിലുടമയുടെ പേരും മേൽവിലാസവും :
11. ഏതു ഇനത്തിലാണ് ധനസഹായത്തിന് അപേക്ഷിച്ചിരിക്കുന്നത് എന്ന് (പൂർണ്ണവിവരങ്ങൾ നൽകുക) :
12. അപേക്ഷ അപകടം/അപകടമരണം സംബന്ധിച്ചുള്ളതാണെങ്കിൽ അപകടത്തിൻെറ/അപകടമരണത്തിൻെറ തീയതിയും സ്ഥലവും :
13. തെളിവായി ഹാജരാക്കിയിട്ടുള്ള രേഖകളുടെ വിവരം :
14. അപേക്ഷിച്ചിട്ടുള്ള ധനസഹായത്തിൻെറ തുക :

സത്യവാങ്മൂലം

....(അപേക്ഷകൻെറ പേരും മേൽവിലാസവും) ആയ ഞാൻ മുകളിൽ പ്രസ്താവിച്ചിട്ടുള്ള വസ്തുതകൾ മുഴുവനും എൻെറ അറിവിലും വിശ്വാസത്തിലും സത്യമാണെന്ന് ഇതിനാൽ പ്രതിജ്ഞ ചെയ്തുകൊള്ളുന്നു.

സ്ഥലം:

തീയതി:

അപേക്ഷകൻെറ ഒപ്പ്/ഇടതുകൈയുടെ പെരുവിരലിൻെറ അടയാളം

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1981

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GOVERNMENT OF KERALA

Labour (F) Department

NOTIFICATION

G. O. (P) 80/81/LBR. *Dated, Trivandrum, 1st October* 1981.

THE KERALA HANDLOOM WORKERS WELFARE SCHEME, 1981

1. *Short title, extent and commencement.*—(i) This Scheme may be called the Kerala Handloom Workers Welfare Scheme, 1981.

(ii) It extends to the whole State of Kerala.

(iii) It applies to the employees or dependants of such employees who had been workers in the handloom industry for a period of 5 years preceding the date of application for assistance under the provisions of the Scheme.

(iv) It shall come into force on 2-10-1981.

2. *Definitions.*—In this Scheme, unless the context otherwise requires,—

(a) "Dependant" in relation to an employee means wife/husband, unmarried daughters and minor sons and parents, minor brothers and unmarried sisters wholly dependant on the employee.

Note: Certificate of relationship obtained from the Village Officer, Executive Officer of Panchayat Municipal Commissioner or Corporation Commissioner of the area in which the employee generally resides will be the valid document to decide who is the actual dependant. The District Labour Officer having jurisdiction over the place of accident shall be the authority to determine the person to whom the compensation is to be paid, or the persons to whom and the manner in which it is to be apportioned in case it is payable to more than one claimant.

(b) "Employee" means any person employed by any other person, or a self employed person, in the handloom industry having an annual income of less than Rs. 3,600 as certified by any of the authorities mentioned in the Note under sub section (a) above.

(c) "Employer" means any person who engages any other person on payment of remuneration.

(d) "Fund" means the handloom workers welfare fund formed under Section 3.

(e) "Government" means Government of Kerala.

3. *Handloom Workers Welfare Fund.*—There shall be formed a Fund to be called the handloom Workers Welfare Fund and there shall be credited thereto.—

(a) The amount allocated by Government each year for welfare activities of handloom workers.

(b) Any contribution received from public or employers or Associations of employers or Association of employees in the handloom industry.

Over all administration of the fund shall be vested with the Labour Commissioner.

4. *Utilisation of money in the handloom Workers Welfare Fund.*—The money in the fund shall be utilised for carrying out measures which, in the opinion of the Government, are necessary or expedient to promote the Welfare of Workmen engaged in handloom industry, and in particular—

(i) for payment of scholarship/stipend for post Matric education including vocational and technical training of children and other dependants of employee in handloom industry, subject to a maximum of Rs. 500 in the case of any one employee annually. In the case of those studying in Engineering/Medical Colleges a sum of Rs. 1,500 in any one case in respect of an employee will be granted annually.

Note: The applicant shall enclose with his application a certificate from the head of the institution vouching for the correctness of the facts stated therein.

(ii) for reimbursement of medical charges subject to a maximum of Rs. 200 for the treatment of the employees and their dependants including expenditure for maternity purposes of a woman employee, and the wives of male employees, in Government medical institutions.

Note: (i) Necessary medical certificate should accompany the application. Such of the workers as are eligible for Medical Benefits under the E. S. I. Scheme/Maternity Benefit Act are not eligible for the above assistance.

(ii) Financial assistance in the case of Maternity purposes shall be Rs. 200.

(iii) Lump sum assistance to an employee or his dependant under very special circumstances, like accidental death of the earning member of a family, prolonged illness or permanent disablement of the employee incapacitating him from continuance of his work as a handloom worker, subject to a maximum of Rs. 5,000 in any one case.

Note: In the event of an employee meeting with a fatal accident, exgratia financial assistance of Rs. 5,000 shall be paid to his wife (wives):

Provided however, that if the employee who meets with fatal accident is unmarried or is a widower, the ex-gratia financial assistance shall be distributed to his dependants, in the following manner:—

Unmarried employee:

1.	Dependant parents	.. Equal amount
2.	If there are no dependant parents, dependant sisters	.. Equal amount
3.	If there are no dependants parents or sisters, dependant brothers	.. Equal amount

Widower:

1.	Unmarried daughters and minor sons	.. Equal amount
2.	If there are no unmarried daughters, or minor sons, dependant parents	.. Equal amount
3.	If there are no unmarried daughters, minor sons or dependant parents, dependant sisters	.. Equal amount
4.	If there are no dependants in items 1 to 3, dependant brothers	.. Equal amount

Financial assistance given under the scheme shall not be adjusted against or deducted from any amount due to the employee or his dependants, under any Law or Scheme for the time being in force.

(iv) for payment of aid @ Rs. 5 per day for hospitalisation in Government hospitals on production of certificate of hospitalisation issued by the Medical Officer of the Hospital, concerned. Such of those workers as are eligible for medical benefits under the E. S. I. Scheme/ Maternity Benefit Act are not eligible for the above assistance.

5. *Application for financial assistance.*—A person entitled to get financial assistance under Section 4 shall apply to the Assistant Labour Officer of the area concerned in the Form appended to this scheme who will verify and forward the application with his report to the District Labour Officer within 2 weeks. A register of applications showing the receipt and disposal of applications will be maintained by the Assistant Labour Officer.

6. *Procedure for grant of ex-gratia financial assistance.*—The employee himself in the case of permanent total disablement of his dependant in the case of fatal accident, may apply to the Assistant Labour Officer of the Taluk in which the accident occurred for ex-gratia financial assistance under this scheme, in the Form appended to this scheme, within 90 days from the date of the accident or death of the employee. The Assistant Labour Officer may, however, condone the delay in the case of belated applications after considering the merits of each case. The application should be accompanied by a medical certificate issued by a qualified Government Medical Practitioner not below the rank of an Assistant Surgeon of the Government Service regarding the death/disablement specifying the nature of disablement.

7. *Procedure for Verification of the application.*—As soon as an application is received, the Assistant Labour Officer shall conduct enquiries on the application regarding the eligibility of the applicant(s) for the aid and may, if he considers necessary hear the parties for the purpose of grant of ex-gratia financial assistance and forward a report to the District Labour Officer within 2 weeks.

8. *Sanction of amount.*—If the District Labour Officer is satisfied that the applicant(s) is eligible for financial assistance under this scheme, he shall sanction the amount of financial assistance under this scheme and order payment to the claimant(s). An appeal on his orders shall lie to Labour Commissioner whose decision shall be final.

9. *Mode of drawal and disbursement.*—(i) The amount shall be paid on bills for miscellaneous payments (Form T. R. 42) drawn by the District Labour Officer.

(ii) The District Labour Officer shall disburse the amount to the concerned person or persons by money order, Money Order Commission shall be borne by Government.

(iii) A register shall be maintained by the District Labour Officer showing all particulars of the claimant and the amount disbursed.

10. *Savings.*—The District Labour Officer shall deposit the amount sanctioned to minors in the District Co-operative Bank or Nationalised Banks until the claimants attain the age of eighteen years. It shall, however, be open to the District Labour Officer to permit the purchase of a property in the name of minor or minors if he is satisfied that the interests of the minors will be protected thereby. In such cases, District Labour Officer will release the amount to the guardian of minors for the purpose.

By order of the Governor,

C. P. NAIR,
Special Secretary.

അപേക്ഷാഫാറത്തിന്റെ മാതൃക

1. അപേക്ഷകന്റെ പേര് :
2. വയസ്സും ജനനത്തീയതിയും :
3. (എ) സ്ഥിരം മേൽവിലാസം :
   (ബി) ഇപ്പോഴത്തെ മേൽവിലാസം :
4. തൊഴിലാളിയുമായുള്ള ബന്ധം :
5. തൊഴിലാളിയുടെ പേര് :
6. തൊഴിലാളിയുടെ വാർഷിക വരുമാനം :
7. തൊഴിലാളി വിവാഹിതനാണോ അല്ലയോ എന്ന് :
8. തൊഴിലാളിയുടെ പിതാവിന്റെ/രക്ഷകർത്താവിന്റെ പേര് :
9. തൊഴിലാളിയുടെ മേൽവിലാസം :
10. തൊഴിലുടമയുടെ പേരും മേൽവിലാസവും :
11. ഏതു ഇനത്തിലാണ് ധനസഹായത്തിന് അപേക്ഷിച്ചിരിക്കുന്നത് എന്ന് (പൂർണ്ണവിവരങ്ങൾ നൽകുക) :
12. അപേക്ഷ അപകടം/അപകടമരണം സംബന്ധിച്ചുള്ളതാണെങ്കിൽ അപകടത്തിന്റെ/അപകടമരണത്തിന്റെ തീയതിയും സ്ഥലവും :
13. തെളിവായി ഹാജരാക്കിയിട്ടുള്ള രേഖകളുടെ വിവരം :
14. അപേക്ഷിച്ചിട്ടുള്ള ധനസഹായത്തിന്റെ തുക :

സത്യവാങ്മൂലം

.... (അപേക്ഷകന്റെ പേരും മേൽവിലാസവും) ആയ ഞാൻ മുകളിൽ പ്രസ്താവിച്ചിട്ടുള്ള വസ്തുതകൾ മുഴുവനും എന്റെ അറിവിലും വിശ്വാസത്തിലും സത്യമാണെന്ന് ഇതിനാൽ പ്രതിജ്ഞ ചെയ്തുകൊള്ളുന്നു.

സ്ഥലം:

അപേക്ഷകന്റെ ഒപ്പ്/ഇടതുകൈയുടെ പെരുവിരലിന്റെ അടയാളം

തീയതി:

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1981

KERALA GAZETTE

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Vol. XXVI] **Trivandrum, Thursday,** **1st October 1981 / 9th Asvina 1903** **[No. 776**

GOVERNMENT OF KERALA

Labour (F) Department

NOTIFICATION

G. O. (P) No. 81/81/LBR. *Dated, Trivandrum, 1st October*, 1981.

THE KERALA CASHEW WORKERS WELFARE SCHEME, 1981

1. *Short title, extent and commencement.*—(i) This Scheme may be called the Kerala Cashew Workers Welfare Scheme, 1981.

(ii) It extends to the whole State of Kerala.

(iii) It applies to the employees or dependants of such employees who had been workers in the cashew industry for a period of 5 years preceding the date of application for assistance under the provisions of the Scheme.

(iv) It shall come into force on 2-10-1981.

2. *Definitions.*—In this Scheme, unless the context otherwise requires,—

(a) "Dependant" in relation to an employee means wife/husband, unmarried daughters and minor sons and parents, minor brothers and unmarried sisters wholly dependant on the employee.

Note.—Certificate of relationship obtained from the Village Officer, Executive Officer of Panchayat, Municipal Commissioner or Corporation Commissioner of the area in which the employee generally resides will be the valid document to decide who is the actual dependant.

The District Labour Officer having jurisdiction over the place of accident shall be the authority to determine the person to whom the compensation is to be paid, or the persons to whom and the manner in which it is to be apportioned in case it is payable to more than one claimant.

(b) "Employee" means any person employed by any other person, or a self-employed person, in the cashew industry having an annual income of less than Rs. 3,600 as certified by any of the authorities mentioned in the Note under sub-section (a) above.

(c) "Employer" means any person who engages any other person on payment of remuneration.

(d) "Fund" means the Cashew Workers Welfare Fund formed under Section 3.

(e) "Government" means Government of Kerala.

3. *Cashew Workers Welfare Fund.*—There shall be formed a Fund to be called the Cashew Workers Welfare Fund and there shall be credited thereto:

(a) The amount allocated by Government each year for welfare activities of cashew workers.

(b) Any contribution received from public or employers or Associations of employers or Association of employees in the cashew industry.

Overall administration of the fund shall be vested with the Labour Commissioner.

4. *Utilisation of the money in the Cashew Workers Welfare Fund.*—The money in the fund shall be utilised for carrying out measures which in the opinion of the Government, are necessary or expedient to promote the, welfare of workmen engaged in cashew industry, and in particular—

(i) for payment of scholarship/stipend for postmatric education including vocational and technical training of children and other dependants of employees in cashew industry, subject to a maximum of Rs. 500 in the case of any one employee annually. In the case of those studying in Engineering/Medical Colleges a sum of Rs. 1500 in any one case in respect of an employee will be granted annually.

Note.—The applicant shall enclose with his application a certificate from the head of the institution vouching for the correctness of the facts stated therein.

(ii) for reimbursement of medical charges subject to a maximum of Rs. 200 for the treatment of the exployees and their dependants

including expenditure for maternity purposes of a woman employee, and the wives of male employees, in Government medical institutions.

Note.—(i) Necessary medical certificate should accompany the application. Such of the workers as are eligible for Medical Benefits under the E.S.I. Scheme/Maternity Benefit Act are not eligible for the above assistance.

(ii) Financial assistance in the case of Maternity purposes shall be Rs. 200.

(iii) Lumpsum assistance to an employee or his dependant under very special circumstances, like accidental death of the earning member of a family, prolonged illness or permanent disablement of the employee incapacitating him from continuance of his work as a cashew worker, subject to a maximum of Rs. 5000 in any one case.

Note.—In the event of an employee meeting with a fatal accident, ex-gratia financial assistance of Rs. 5000 shall be paid to his wife (wives):

Provided however, that if the employee who meets with fatal accident is unmarried or is a widower, the ex-gratia financial assistance shall be distributed to his dependants, in the following manner:—

Unmarried employee

1.	Dependant parents	—Equal amount
2.	If there are no dependant parents, dependant sisters	—Equal amount
3.	If there are no dependant parents or sisters, dependant brothers	—Equal amount

Widower

1.	Unmarried daughters and minor sons	—Equal amount
2.	If there are no unmarried daughters, minor sons or dependant parents	—Equal amount
3.	If there are no unmarried daughters, minor sons or dependant parents, dependant sisters	—Equal amount
4.	If there are no dependants in item 1 to 3, dependant brothers	—Equal amount

Financial assistance given under the scheme shall not be adjusted against or deducted from any amount due to the employee or his dependants, under any Law or Scheme for the time being in force.

(iv) for payment of aid at Rs. 5 per day for hospitalisation in Government hospitals on production of certificate of hospitalisation issued by the Medical Officer of the hospital, concerned. Such of those workers as are eligible for medical benefits under the E.S.I. Scheme/Maternity Benefit Act are not eligible for the above assistance.

(v) for supply of free ration to families of cashew workers during period of continuous unemployment according to availability of funds.

5. *Application for financial assistance.*—A person entitled to get financial assistance under Section 4 shall apply to the Assistant Labour Officer of the area concerned in the Form appended to this scheme who will verify and forward the application with his report to the District Labour Officer within 2 weeks. A register of the applications showing the receipt and disposal of applications will be maintained by the Assistant Labour Officer.

6. *Procedure for grant of ex-gratia financial assistance.*—The employee himself in the case of permanent total disablement or his dependant in the case of fatal accident, may apply to the Assistant Labour Officer of the Taluk in which the accident occurred for ex-gratia financial assistance under this scheme, in the Form appended to this scheme, within 90 days from the date of the accident or death of the employee. The Assistant Labour Officer may, however, condone the delay in the case of belated applications after considering the merits of each case. The application should be accompanied by a medical certificate issued by a qualified Government Medical Practitioner not below the rank of an Assistant Surgeon of the Government Service regarding the death/disablement specifying the nature of disablement.

7. *Procedure for verification of the application.*—As soon as an application is received, the Assistant Labour Officer shall conduct enquiries on the application regarding the eligibility of the applicant(s) for the aid and may, if he considers necessary hear the parties for the purpose of grant of ex-gratia financial assistance and forward a report to the District Labour Officer within 2 weeks.

8. *Sanction of amount.*—If the District Labour Officer is satisfied that the applicant(s) is eligible for financial assistance under this scheme, he shall sanction the amount of financial assistance under this scheme and order payment to the claimant(s).

An appeal on his orders shall lie to Labour Commissioner whose decision shall be final.

9. *Mode of drawal and disbursement.*—(i) The amount shall be paid on bills for miscellaneous payments (Form T.R. 42) drawn by the District Labour Officer.

(ii) The District Labour Officer shall disburse the amount to th concerned person or persons by money order; Money Order Commission shal be borne by Government.

(iii) A register shall be maintained by the District Labour Office showing all particulars of the claimants and the amount disbursed.

10. *Savings.*—The District Labour Officer shall deposit the amoun sanctioned to minors in the District Co-operative Bank or Nationalised Bank until the claimants attain the age of eighteen years. It shall, however, b open to the District Labour Officer to permit the purchase of a property in th name of minor or minors if he is satisfied that the interests of the minors will b protected thereby. In such cases, District Labour Officer will release th amount to the guardian of minors for the purpose.

By order of the Governor,

C. P. Nair,

Special Secretary.

അപേക്ഷാഫാറത്തിൻെറ മാതൃക

1. അപേക്ഷകൻെറ പേര് :
2. വയസ്സും ജനനത്തീയതിയും :
3. (എ) സ്ഥിരം മേൽവിലാസം :
   (ബി) ഇപ്പോഴത്തെ മേൽവിലാസം :
4. തൊഴിലാളിയുമായുള്ള ബന്ധം :
5. തൊഴിലാളിയുടെ പേര് :
6. തൊഴിലാളിയുടെ വാർഷിക വരുമാനം :
7. തൊഴിലാളി വിവാഹിതനാണോ അല്ലയോ എന്ന് :
8. തൊഴിലാളിയുടെ പിതാവിൻെറ/രക്ഷകർത്താവിൻെറ പേര് :
9. തൊഴിലാളിയുടെ മേൽവിലാസം :
10. തൊഴിലുടമയുടെ പേരും മേൽവിലാസവും :
11. ഏതു ഇനത്തിലാണ് ധനസഹായത്തിന് അപേക്ഷിച്ചിരിക്കുന്നത് എന്ന് (പൂർണ്ണവിവരങ്ങൾ നൽകുക) :
12. അപേക്ഷ അപകടം/അപകടമരണം സംബന്ധിച്ചുള്ളതാണെങ്കിൽ. അപകടത്തിൻെറ/അപകടമരണത്തിൻെറ തീയതിയും സ്ഥലവും :
13. തെളിവായി ഹാജരാക്കിയിട്ടുള്ള രേഖകളുടെ വിവരം :
14. അപേക്ഷിച്ചിട്ടുള്ള ധനസഹായത്തിൻെറ തുക :

സത്യവാങ്മൂലം

....(അപേക്ഷകൻെറ പേരും മേൽവിലാസവും) ആയ ഞാൻ മുകളിൽ പ്രസ്താവിച്ചിട്ടുള്ള വസ്തുതകൾ മുഴുവനും എൻെറ അറിവിലും വിശ്വാസത്തിലും സത്യമാണെന്ന് ഇതിനാൽ പ്രതിജ്ഞ ചെയ്തുകൊള്ളുന്നു.

സ്ഥലം:
തീയതി:

അപേക്ഷകൻെറ ഒപ്പ്/ഇടതുകൈയുടെ പെരുവിരലിൻെറ അടയാളം.

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GOVERNMENT OF KERALA

Labour (F) Department

G.O.(P) 82/81/LBR. *Dated, Trivandrum, 1st October 1981.*

THE KERALA COIR WORKERS WELFARE SCHEME, 1981

1. *Short title, extent and commencement.*—(i) This Scheme may be called the Kerala Coir Workers Welfare Scheme, 1981.

(ii) It extends to the whole State of Kerala.

(iii) It applies to the employees or dependants of such employees who had been workers in the coir industry for a period of 5 years preceding the date of application for assistance under the provisions of the Scheme.

(iv) It shall come into force on 2-10-1981.

2. *Definitions.*—In this Scheme, unless the context otherwise requires,—

(a) "Dependant" in relation to an employee means wife/husband, unmarried daughters and minor sons and parents, minor brothers and unmarried sisters wholly dependant on the employee.

Note.—Certificate of relationship obtained from the Village Officer, Executive Officer of Panchayat, Municipal Commissioner or Corporation

Commissioner of the area in which the employee generally resides will be the valid document to decide who is the actual dependant. The District Labour Officer having jurisdiction over the place of accident shall be the authority to determine the person to whom the compensation is to be paid, or the persons to whom and the manner in which it is to be apportioned in case it is payable to more than one claimant.

(b) "Employee" means any person employed by any other person, or a self-employed person, in the coir industry having an annual income of less than Rs. 3,600 as certified by any of the authorities mentioned in the Note under sub-section (a) above.

(c) "Employer" means any person who engages any other person on payment of remuneration.

(d) "Fund" means the Coir Workers Welfare Fund formed under section 3.

(e) "Government" means Government of Kerala.

3. *Coir Workers Welfare Fund.*—There shall be formed a Fund to be called the Coir Workers Welfare Fund and there shall be credited thereto—

(a) The amount allocated by Government each year for welfare activities of coir workers.

(b) Any contribution received from public or employers or Associations of employers or Association of employees in the coir industry.

Overall administration of the fund shall be vested with the Labour Commissioner.

4. *Utilisation of the money in the Coir Workers Welfare Fund.*—The money in the fund shall be utilised for carrying out measures which, in the opinion of the Government, are necessary or expedient to promote the welfare of workmen engaged in coir industry, and in particular—

(i) for payment of scholarship/stipend for post-Matric education including vocational and technical training of children and other dependants of employees in coir industry, subject to a maximum of Rs. 500 in the case of any one employee annually. In the case of those studying in Engineering/Medical Colleges a sum of Rs. 1500 in any one case in respect of an employee will be granted annually.

Note.—The applicant shall enclose with his application a certificate from the head of the institution vouching for the correctness of the facts stated therein.

(ii) for reimbusement of medical charges subject to a maximum of Rs. 200 for the treatment of the employees and their dependants including expenditure for maternity purposes of a woman employee, and the wives of male employees, in Government medical institutions.

Note.— (i) Necessary medical certificate should accompany the application. Such of the workers as are eligible for medical benefits under the E.S.I. Scheme/Maternity Benefit Act are not eligible for the above assistance.

(ii) Financial assistance in the case of maternity purposes shall be Rs. 200.

(iii) Lump sum assistance to an employee or his dependant under very special circumstances, like accidental death of the earning member of a family, prolonged illness or permanent disablement of the employee incapacitating him from continuance of his work as a coir worker, subject to a maximum of Rs. 5,000, in any one case.

Note.—In the event of an employee meeting with a fatal accident, ex-gratia financial assistance of Rs. 5,000 shall be paid to his wife (wives):

Provided however, that if the employee who meets with fatal accident is unmarried or is a widower, the ex-gratia financial assistance shall be distributed to his dependants, in the following manner:—

Unmarried employee—

1.	Dependant parents	Equal amount
2.	If there are no dependant parents, dependant sisters	Equal amount
3.	If there are no dependant parents or sisters, dependant brothers	Equal amount

Widower—

1.	Unmarried daughters and minor sons	Equal amount
2.	If there are no unmarried daughters, or minor sons, dependant parents	Equal amount
3.	If there are no unmarried daughters, minor sons or dependant parents, dependant sisters	Equal amount
4.	If there are no dependants in items 1 to 3, dependant brothers	Equal amount

Financial assistance given under the scheme shall not be adjusted against or deducted from any amount due to the employee or his dependants, under any law or scheme for the time being in force.

(iv) for payment of aid @ Rs. 5 per day for hospitalisation in Government hospitals on production of certificate of hospitalisation issued

by the Medical Officer of the hospital concerned. Such of those workers as are eligible for medical benefits under the E.S.I. Scheme/Maternity Benefit Act are not eligible for the above assistance.

5. *Application for financial assistance.*—A person entitled to get financial assistance under section 4 shall apply to the Assistant Labour Officer of the area concerned in the Form appended to this scheme who will verify and forward the application with his report to the District Labour Officer within 2 weeks. A register of application showing the receipt and disposal of application will be maintained by the A.L.O.

6. *Procedure for grant of ex-gratia financial assistance.*—The employee himself in the case of permanent total disablement or his dependant in the case of fatal accident, may apply to the Assistant Labour Officer of the Taluk in which the accident occurred for ex-gratia financial. assistance under this scheme, in the Form appended to this scheme, within 90 days from the date of the accident or death of the employee. The Asst. Labour Officer may, however, condone the delay in the case of belated applications after considering the merits of each case. The application should be accompanied by a medical certificate issued by a qualified Government Medical Practitioner not below the rank of an Assistant Surgeon of the Government Service regarding the death/disablement specifying the nature of disablement.

7. *Procedure for verification of the application.*—As soon as an application is received, the Asst. Labour Officer shall conduct enquiries on the application regarding the eligibility of the applicant(s) for the aid and may, if he considers necessary hear the parties for the puropse of grant of ex-gratia financial assistance and forward a report to the District Labour Officer within 2 weeks.

8. *Sanction of amount.*—If the District Labour Officer is satisfied that the applicant(s) is eligible for financial assistance under this scheme, he shall sanction the amount of financial assistance under this scheme and order payment to the claimant(s). An appeal on his orders shall lie to Labour Commissioner whose decision shall be final.

9. *Mode of drawal and disbursement.*—(i) The amount shall be paid on bills for miscellaneous payments (Form T.R. 42) drawn by the District Labour Officer.

(ii) The District Labour Officer shall disburse the amount to the concerned person or persons by money order. Money Order Commission shall be borne by Government.

(iii) A register shall be maintained by the District Labour Officer showing all particulars of the claimant and the amount disbursed.

10. *Savings.*—The District Labour Officer shall deposit the amount sanctioned to minors in the District Co-operative Bank or Nationalised Banks until the claimants attain the age of eighteen years. It shall, however, be open to the District Labour Officer to permit the purchase of a property in the name of minor or minors if he is satisfied that the interests of the minors will be protected thereby. In such cases, District Labour Officer will release the amount to the guardian of minors for the purpose.

By order of the Governor,

C. P. Nair,

Special Secretary.

അപേക്ഷാഫാറത്തിൻെറ മാതൃക

1. അപേക്ഷകൻെറ പേര്
2. വയസ്സും ജനനത്തീയതിയും
3. (എ) സ്ഥിരം മേൽവിലാസം
   (ബി) ഇപ്പോഴത്തെ മേൽവിലാസം
4. തൊഴിലാളിയുമായുള്ള ബന്ധം
5. തൊഴിലാളിയുടെ പേര്
6. തൊഴിലാളിയുടെ വാർഷിക വരുമാനം
7. തൊഴിലാളി വിവാഹിതനാണോ അല്ലയോ എന്ന്
8. തൊഴിലാളിയുടെ പിതാവിൻെറ/ രക്ഷകർത്താവിൻെറ പേര്
9. തൊഴിലാളിയുടെ മേൽവിലാസം
10. തൊഴിലുടമയുടെ പേരും മേൽവിലാസവും
11. ഏതു ഇനത്തിലാണ് ധനസഹായത്തിന് അപേക്ഷിച്ചിരിക്കുന്നത് എന്ന്
    (പൂർണ്ണവിവരങ്ങൾ നൽകുക)
12. അപേക്ഷ അപകടം/അപകടമരണം സംബന്ധിച്ചുള്ളതാണെങ്കിൽ അപകടത്തിൻെറ/അപകടമരണത്തിൻെറ തീയതിയും സ്ഥലവും
13. തെളിവായി ഹാജരാക്കിയിട്ടുള്ള രേഖകളുടെ വിവരം
14. അപേക്ഷിച്ചിട്ടുള്ള ധനസഹായത്തിൻെറ തുക

സത്യവാങ്മൂലം

.... (അപേക്ഷകൻെറ പേരും മേൽവിലാസവും) ആയ ഞാൻ മുകളിൽ പ്രസ്താവിച്ചിട്ടുള്ള വസ്തുതകൾ മുഴുവനും എൻെറ അറിവിലും വിശ്വാസത്തിലും സത്യമാണെന്ന് ഇതിനാൽ പ്രതിജ്ഞ ചെയ്തുകൊള്ളുന്നു.

അപേക്ഷകൻെറ ഒപ്പ്/ഇടതുകൈയുടെ പെരുവിരലിൻെറ അടയാളം

സ്ഥലം:
തീയതി:

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